

SPECIAL EDITION

MAINE STATE LABOR NEWS

OFFICIAL NEWSPAPER
OF THE
MAINE STATE
FEDERATION OF LABOR
AFFILIATED WITH
A. F. OF L WEEKLY NEWS SERVICE
INTERNATIONAL LABOR NEWS SERVICE

VOLUME 10, NUMBER 7

A. F. OF L WEEKLY NEWS SERVICE

INTERNATIONAL LABOR NEWS SERVICE

TUESDAY, MARCH 10, 1942

Shipbuilding Stabilization Board Created by President For Entire Atlantic Coast

PERSISTENT FIGHT MADE BY AFL RESULTS IN GLORIOUS VICTORY

There has been much dissatisfaction shown during the past year over the lack of interest manifested by the Federal Shipbuilding Stabilization Board. Principal among those who have registered complaints are those who have been officials of the American Federation of Labor.

Particulars among grievances on the part of the AFL was lack of wage stabilization and failure to insist of the agreed to secure satisfactory reasons for the inactivity of members of the Federal Board.

Action by AFL officials has been consistent, and as a result word came

from Washington as this issue goes to press that a new Board for the Atlantic seaboard has been created by the President, with the following AFL officials making part of the new board: John P. Frey, president of the Metal Trades Department; Jack MacGowan, vice-president, International Brotherhood of Boiler Makers, Iron Shipbuilders, Welders and Helpers, and Harvey W. Brown, president, International Association of Machinists.

It was announced the first meeting of the newly created Board was to be held in Washington yesterday.

Outlaw Conspiracies by Employers, LaFollette Report Asks Congress

Report Exposes Violence and Propaganda to Kill Unions and Destroy American Standards

Washington, D. C., Mar. 4 (AFLNS)—The La Follette Committee urged Congress to outlaw vicious "conspiracies" by employer associations to kill labor unions and nullify labor laws.

This sweeping recommendation featured the introductory section of a nine-volume report on the investigation of employer-sponsored violence and propaganda in California conducted by the Senate Education and Labor Committee. The report emphasized that the findings of the California inquiry bear an important relationship to current, nation-wide attempts to destroy labor standards in the name of the national emergency. The committee said:

"In an atmosphere of national defense the causes of or responsible for strikes and other industrial relationships may be submerged or passed over. Only an awareness by the public and the legislature of the worth of the trade union and collective bargaining in promoting industrial democracy and industrial peace, plus a sophisticated understanding of the ways in which certain anti-labor employers and their agents, employing groups, have sought, and continue to seek, to use the forces of public opinion and the law to avoid industrial democracy, will protect labor's rights and achieve domestic tranquility in the national emergency. This analysis of events in California in the last decade should contribute to that awareness and understanding."

"The various parts of this report will point out the habits and function of a particular type of employers' organization to stimulate by propaganda and other devices the public and legislative sentiment that will provide the basis for legislation restrictive of labor's rights."

"Indeed, such activities are financed, organized and conducted by the very same associations which carry on private conspiratorial assaults on the right of organization and collective bargaining through labor espionage."



SENATOR R. M. LA FOLLETTE

the perversion of local law enforcement, and various other forms of coercion.

These organizations with great financial resources, skilled propagandists

(Continued on Page 4)

L. Metcalfe Walling, Former Rhode Island Director of Labor, Succeeds Gen. Fleming as Wage-Hour Head

L. Metcalfe Walling, who in 1935 was named by former Governor Theodore F. Green of Rhode Island as State Director of Labor, has been appointed administrator of the Bureau of the Wage and Hour Department of the U. S. Department of Labor to succeed Gen. Philip B. Fleming, who had been transferred to another governmental agency.

While Director of Labor in Rhode Island, Mr. Walling was regarded as a capable administrator and established an outstanding record, being largely responsible for enactment of the state's 48-hour law for women and children employed in manufacturing and mercantile establishments.

Throughout his administration he was regarded by Labor officials as friendly and cooperative, one of his first acts being to appoint Joseph T. Cahill, president of the Providence Central Federated Union, as deputy commissioner.

Mr. Walling's rise to prominence in labor and government circles began in 1933, when he was appointed by former Governor Green as a member of the Interstate Compact Commission. Two years later Governor Green named him Director of the State Labor Department. In 1937, he was appointed administrator of the

Division of Public Contracts in the U. S. Department of Labor, a position which he filled with utmost satisfaction, and which paved the way for his present appointment as administrator of the Wage and Hour Department.

The Division of Public Contracts

is located in Washington, D. C.

More than 5,000 AFL members in Cleveland are proudly wearing brass lapels pins with the letter "E" symbol of the AFL's department's highest award for efficiency in production. They are members of the Machinists and Blacksmiths' Unions employed at the Fisher & Swasey Co. and the Steel Improvement & Forge Co. in Cleveland.

The first plant between the Mis-

sissippi River and the Rocky

Mountains to receive the "E" pen-

alty from the Navy is the Beatrice

Steel Tank Co., Beatrice, Neb.

which is under contract to the Na-

tionalists' Union of the AFL Pres-

ident Brewer of the Nebraska State

Federation of Labor announced.

THE LABOR NEWS, 50¢ A YEAR

60,000 Maine Trade Unionists Hope for A. F. of L. Success in Thursday's Shipyard Election

Authentic Picture Taken During CIO Strike



Labor Addresses Over Local Radio Stations Scheduled for Tuesday and Wednesday

Alonzo F. Young, chairman of the AFL Joint Shipyard Organizing Committee, announced the following radio programs to be broadcast today and tomorrow (Wednesday).

Station WCSR, 11:15 a. m. Tues-

day; 1:15 p. m. and 5:45 p. m. Wed-

nesday.

Station WGAR, 11:30 a. m. and

5:05 p. m. Tuesday; 11:30 p. m. on

Wednesday.

All shipyard workers are especially requested to tune in and listen to informative talks by speakers who are qualified to speak on the subject. Plain details relative to the present AFL organizing campaign among the shipyard workers.

Donald Nelson Said:

"Our change to full war production must not come slowly; if it does, we lose the war." Manufacturers must stop spilling, and must move speed to convert their facilities. While the Batt of the War Production Board has made it perfectly clear that a gun now is worth ten a week from now, America can outproduce the world in a little while.

"A tank today is worth a dozen in a little while," a tank today is worth an undetermined number of months from now. America can outproduce the entire Axis single-handed and it will. This production will be the result of the conversion of peacetime industries to the war effort!

Adolf Was a Punk Paperhanger!

Adolf Hitler was a punk paperhanger and a paperhanger's Union in Germany was a bad mistake when they let him join.

So says "Benny" Nussbaum of Woodside, L. I.—and he ought to know; in the old days, he worked side by side with Adolf.

"He was not paid enough, cracked up, but he couldn't put pants straight. I saw some of his jobs; they were terrible."

Nussbaum said last week,

"With one arm I could do a better job than that guy. No wonder he gave it up."

Nussbaum, whose parents were Jewish, has a Hitler medal, awarded for "conspicuous bravery and service to the Fatherland" in the last war.

He's saving the medal, he says, until Hitler's funeral; then he's sending it to Germany instead of a telegram to congratulations.

UNIONS OFFER HELP IN DISASTER FEEDING

Mass feeding at the scene of disaster, if attack is made on American shores, is being arranged throughout the nation under the direction of the American Red Cross disaster relief workers, with test organizations already in effect in Washington, D. C. and in Los Angeles.

Other communities are expected to make similar arrangements with local members of the National Guard and Civilian Conservation Corps, which is cooperating with the Red Cross in this project.

Statistics as to kitchen facilities, seating capacity and required personnel in the vicinity of emergency shelters is being compiled in Los Angeles by the association. In each of the 19 emergency disaster districts of

that city, the Red Cross is listing emergency shelters all school buildings, churches, and fraternal lodges buildings.

In Washington, representatives from the Hotel and Restaurant Employees' Alliance (AFL) and the United Cafeteria Workers' Union (CIO) have offered to the Red Cross the services of members during any emergency.

"Our members will gladly give their labor and skill to help in the time of emergency," said Frank Desando of the Hotel and Restaurant Employees' Alliance, with regard to the plan.

Four hundred members of the National Guard Association in the city of Washington have been given

their instructions by Red Cross lead-

ers.

(Continued on Page 4)

FACING THE FACTS

By PHILIP PEARL

A. F. OF L. Weekly News Service

Do you believe what you read in the newspapers about labor? Here are a few samples, culled in a single week.

The United Press put out a story which was widely circulated to the effect that the War Labor Board had decided to agree on a formula for settlement of the union shop issue in the steel cases pending before it.

Chairman Davis promptly scotched this lie. "The dispatch is wholly without foundation," he said. Did the newspaper care this didn't prominently? This did not.

Mr. Davis also had something to say about exaggerated press reports

about the steel cases pending before it.

(Continued on Page 4)

A careful vote for the AFL at the Todd-Bath plant election next Thursday will demonstrate that the CIO is not wanted in Maine; that their methods of organizing and servicing unions are not in accordance with democratic principles, and will not be tolerated in a section of the country where from time immemorial workers have been able to settle their differences with employers through peaceful means.

A careful perusal of numerous agreements which CIO unions boast of having with employers, brings the conclusion that they are not what workers think they are. In most cases, efforts are centered on winning an election, regardless of conditions under which membership certificates are secured, and if successful, sign agreements that prove of little benefit to workers.

Shipyard workers employed in South Portland yards are re-

(Continued on Page 4)

MAINE STATE LABOR NEWS

Official Organ of the
MAINE STATE FEDERATION OF LABOR

Published Monthly by
THE MAINE STATE FEDERATION OF LABOR

Under Supervision of Leo J. Ashey, B. B. Donley

The Official Organ of the State Labor Federation, Devoted to the Protection of the Welfare of the Workers and the Prosperity of Industry Through a Better Understanding and Cooperation Between Employers and Employees.

An Agreement of a Square Deal for Both Sides. Constructive in Policy. Independent in Politics.

Subscription, One Year \$6. Cents. Per Copy, 5 Cents.

Entered as second-class matter November 14, 1932, at the Post Office at Augusta, Maine, under the Act of March 3, 1879.

POSTMASTER: If undeliverable send notice on Form 3578 to R. W. Guerin, 22 Doctor Street, Bangor, Maine.

EXECUTIVE COUNCIL OF THE MAINE STATE FEDERATION OF LABOR

President—John D. Ladd, 214 Main Street, Bangor.

Secretary—C. O. Dunton, 114 Pine Street, Rumford.

Treasurer—R. V. Gustin, 216 Dexter Street, Bangor.

VICE-PRESIDENTS: John E. Mullinocket, C. L. U. District.

John F. Wheeler, Presque Isle; C. L. U. District.

Leo J. Ashey, Bangor; C. L. U. District.

Albert J. Wright, Ridgerville; Augusta, C. L. U. District.

Horace E. Hawe, 22 Reynolds Street, South Portland.

Portland C. L. U. District.

Woodland C. L. U. District.

MARCH, 1942

A Healthy Operation

The House of Representatives performed a healthy operation for labor and the nation by amputating the dangerous Smith Amendment from the War Powers Bill.

From now on the labor haters on Capitol Hill will be on the spot. Every measure they introduce will be immediately suspected. Their poisonous propaganda has been exposed and they will have a tougher time trying to put over any more fast ones.

But will that stop the legislative assaults upon labor? We doubt it. Too many powerful interests see in the nation's war emergency a golden opportunity to crush organized labor and deprive it of its hard-won rights. They will not give up the fight too easily.

So we find it necessary to make these warning predictions to those who are looking forward to "Der Tag" when American labor is humbled:

The very same day that the wages of American workers are frozen by law, the profits of industry and capital will be abolished by law.

On the very same day that workers are deprived by law of the right to strike, the right to own and manage private property will be denied; free speech will be ended in America and the free press will be a thing of the past.

Surely no American wants that to happen! Surely America does not have to kill democracy in order to win a war for democracy!

It does not need to happen if we can achieve true national unity, if each group will respect the rights of others, if those who try to take advantage of the war seek selfish gains at the expense of labor will only realize they are cooking their own goose by such methods.

Let's put a stop to sniping! Let us remember that Americans cannot win this war by fighting each other! Let us concentrate our energies on fighting the real and common enemies of all Americans! That is the only way to win this war!

Issue Still Alive

A \$300,000,000 Administration-sponsored program to increase unemployment compensation payments to workers deprived of jobs by conversion of plants to war production has been rejected by the House of Representatives Ways and Means Committee. The program was backed by all branches of organized labor.

The committee decision kills the bill for the present, anyway, but it hasn't killed the issue of adequate unemployment benefits for workers made idle by wartime changes. That issue is still alive and will have to be met, whatever members of the House of Representatives think.

The bill was a win-the-war measure, as it provided for the training of workers for war jobs while they were waiting re-employment. Congress has done everything possible to help factory owners and management change from a peacetime basis to a war basis. It should be equally ready to aid the workers to make the same change.

Bad Plan

Fay W. Hunter, chief of the Farm Placement Section of the U. S. Employment Service is quoted as saying at Chicago that it may become necessary to draft school children from the seventh grade up to meet the farm labor shortage.

This seems foolish talk, especially in view of the recommendations just made by four Federal agencies, including the very U. S. Employment Service for which Hunter works. The recommendations, made in the form of a "statement of national policy," are designed to prevent the exploitation of children on farms in the name of the war emergency. Children under 16 should be employed only in case of dire necessity and then only after the U. S. Employment Service had found it impossible to provide an adequate farm labor supply, it was urged.

Most children in the seventh grade, mentioned by Hunter as a starting point for recruiting farm workers, are well under 16.

The emergency is not so acute that young

children need to be drafted for farm labor. Citizens who have the best interest of their nation at heart will oppose any such suggestions to the utmost.

New Wrinkle in Thievery!

Thieves are ganging up, and it is reported are doing a land-office business in selling used tires stolen from automobiles.

Police authorities consider the "new wrinkle" in thievery as one that is liable to cause serious consequences. The culprits, it is said, drive off in cars parked during the night in front of owners' homes to some lonely spot and strip the tires and wheels and then abandon the wheel-less and tire-less cars.

Several months ago, when gas stations were observing the 7 p.m. closing time, thieves were reported as having resorted to siphoning gasoline from parked cars, and owners then installed locks on their gas tanks as a protective measure.

Now that this element has changed its business to stealing and selling used tires, it is probable that car owners will protect their tires by the use of chains, especially made for this purpose.

One case reported a few days ago told of the theft of tires from a car parked under an arbor. This is about as brazen as one could think of, and demonstrates the risks taken by this lawless aggregation.

Thin-Skinned Virginian

Representative McCormack of Massachusetts caused no little stir last Thursday, while the House was discussing the Smith Amendment. He accused Smith of having attempted to add anti-labor legislation to a war supply bill and the Virginian challenged the accusation as "unfounded."

Representative McCormack shot back: "The gentleman from Virginia is thin-skinned," stating that it was a matter that should be left to the President, who is charged with prosecution of the war.

The Massachusetts Congressman contend approval of the amendment would only aggravate labor and would be construed "as an attack against labor" and "a reflection upon their patriotism."

"Why should we undertake to punish 99 per cent for what one per cent is doing?" he asked.

Good Way to Avoid Slumps

How shall we meet the terrifying economic collapse which is pretty sure to occur after this war is over? That question is being asked on every side and there are plenty of answers.

One of the most sensible comes from Louis H. Pink, state superintendent of insurance in New York. He suggests, as a major step, the "replanning and rebuilding of outmoded and blighted areas in large American cities."

That would keep millions of skilled mechanics busy for years, would eliminate slumps and make a tremendous contribution to the health and comfort of the American people.

"It is unfortunate that such a program was not launched at the beginning of the New Deal," says Labor, official newspaper of the 15 Railroad Brotherhoods. "By the time the last shot is fired in this war, the need will be even more urgent."

Loud Talk, Little Sense!

A Louisville, Ky., police judge has been getting in the headlines by bellowing that "we are not going to have strikes here while the war is on if I can help it." He was hearing the cases of seven striking truck drivers charged with disorderly conduct.

His Honor apparently forgot that strikes are perfectly legal in this country and he was taking in a lot of territory when he attempted to outlaw them by police court ukase.

The judge's outburst is the kind of stuff the nation can do without. Instead of making for unity and uninterrupted production, it has just the opposite effect, stirring up resentment and anger and leading to ill feeling on all sides.

Labor Law Administration

Men and women who know labor problems and the Labor movement are essential to good administration of labor legislation. Men theocrats will not do, the American Federation of the seventh grade up to meet the farm labor shortage.

Administration of labor laws, the Federation makes plain, "has suffered severely because in many cases persons appointed as administrators have had no practical experience in labor problems or the conduct of unions. In other cases they have been Communists or other radicals "for whom their jobs are only opportunities to serve their revolutionary objectives."

Democracy Way of Living

Democracy is not confined to the political or economic fields; it is a way of living applied to the whole of existence. It implies principles of freedom that must continuously be applied to human relationships under changing conditions.—William Green.

MAINE STATE LABOR NEWS

Young Men Must Find Basis for World To Live in Peace, Says Mrs. Roosevelt

HOLDS SOLDIERS WON'T TOLERATE ANOTHER BOOM AND BUST PERIOD

"The young men in the armed forces have a job to finish as well as to begin," Mrs. Franklin D. Roosevelt said in another of her Sunday evening speeches broadcast over the Blue Network.

"They must somehow find a basis on which the world can live in peace and harmony. We must not stop at the end of the war," she added.

Turning to immediate steps to aid defense, the President's wife suggested that "we had better clean up dimensions of our country and save old men, old women, old buildings, graveyards" before individuals are asked to do any collecting of scrap material or to sacrifice their possessions.

Mrs. Roosevelt stressed the value of human material brought about by inadequate housing.

"The sooner we decide that it is part of our defense program to remove such areas from our cities," she declared, "the better our defense will be and the better citizens will be able to defend themselves."

Move to Bar Citizens of Alien Descent From California Civil Service Jobs Ruled Disruptive Blow at Liberties

San Francisco, Mar. 4 (IANS).—In a vigorous defense of civil liberties and a sharp rebuke to the State Department of Justice, the State Board of Equalization has blocked a move by California's Personnel Board to "purge" or "cleanse" the civil service lists of hundreds of Americans born abroad who happened to be descended from citizens of Italy, Germany and Japan.

State Attorney General Warren E. Williams said the board's action would have a cruel effect on citizens with foreign names.

"We're going to certify such citizens for state employment where their names are on the eligible lists after qualifying by taking examinations to determine whether the names of such citizens are certified for employment with any certifications for employment that have already been made, and to investigate all such citizens who are now employed by the state," he said.

"We'd be in a bad way if we won-

Job Training in Plant Fast Expanding To Meet Need for Skilled War Labor

Washington, D. C., Mar. 4 (IANS).—Job training, a beehive of labor's war production effort, is being reinforced rapidly. Sidney Hillman, War Production Board labor director, said in a statement that not 20,000 "men and women" in 900 plants in 30 states have been trained to instruct war workers.

He said the latest report of the WPA's labor division further showed that another 123,000 "lead men" are already scheduled for TWI's streamlined "instructor training program."

"Under this program," Hillman declared, "foremen are taught, right in the plants, how to break in green men on skilled jobs and experienced men on new jobs quickly and efficiently."

"Our goal is to develop 200,000 such supervisors by July 1. This army of supervisors will teach essential skills to the millions of workers now required for present war plants and will be converted to war production."

Training studies, surveys and recommendations have been made by TWI representatives for the 100,000 war production contractors and subcontractors employing more than 3,000,000 workers, Hillman said.

Instructors In Motor Transport Sought Through Civil Service Examinations

More transport has assumed such vital role in defense activity that the United States Civil Service Commission has announced an examination for instructors in over ten branches of the automotive industry.

The examination will be held on April 15 at the Commandant's Corps of the War Department, and salaries range from \$2,600 to \$4,600 a year. There is excellent opportunity for advancement.

Certain background education or experience is required, such as study in a college or Diesel engine school, or experience as a journeyman mechanic. Experience as instructor of organizations or clubs is also prescribed.

Certain background education or experience is required, such as study in a college or Diesel engine school, or experience as a journeyman mechanic. Experience as instructor of organizations or clubs is also prescribed.

Instruction will conduct classes in the following branches: automotive parts; automatic electrical and car-carrier; aircraft, marine, railroad, ship, and truck; automobile; machine; tire and rubber; engine and radiator; Diesel engines; internal-combustion engines; motor-cycles; bookbinding; webbing, and general.

Those will pay the costs of instruction in these subjects, and prepare and revise text and related instructional material.

Instruction will conduct classes in the following branches: automotive parts; automatic electrical and car-carrier; aircraft, marine, railroad, ship, and truck; automobile; machine; tire and rubber; engine and radiator; Diesel engines; internal-combustion engines; motor-cycles; bookbinding; webbing, and general.

Full information as to the requirements for these examinations, and application forms, may be obtained from the Secretary of the Board of U. S. Civil Service Examiners, at Washington, D. C., first or second-class post office.

The declaration served as the ideological basis in the formation of the Central European Planning Board.

The Central European Planning Board was founded by the four delegations to the Conference of the Central European Planning Board in Warsaw, Poland, on December 15, 1942, at the instigation of Jan Staniszyk, Polish Minister of Labor and Social Welfare. The board will cooperate closely with the International Labor Office and will serve as a central clearing house for the four countries—all, it is to be noted, members of the International Labor Organization.

The declaration stated that the spirit of frank and friendly cooperation between the four nations—the Central European Planning Board, the Central European Economic Commission, the Economic Commission for Europe, and the International Labor Organization—will be maintained.

The Central European Planning Board consists of four delegations, each acting as chairman, and a secretary general.

At the international conference of the International Labor Organization in New York last Fall, the delegations representing Czechoslovakia, Greece, Poland, and Yugoslavia unanimously adopted a joint declaration that the Central European Planning Board should be established to promote close collaboration between the Polish and Czechoslovakian governments in eliminating the need for close cooperation among the four countries. Similar collaboration has been developed recently between Greece and Yugoslavia.

It was in this spirit of recognition of common problems and of the need for joint action that the Central and Eastern European Planning Board was founded by the four delegations to the Conference of the Central European Planning Board in Warsaw, Poland, on December 15, 1942, at the instigation of Jan Staniszyk, Polish Minister of Labor and Social Welfare. The board will cooperate closely with the International Labor Office and will serve as a central clearing house for the four countries—all, it is to be noted, members of the International Labor Organization.

The four national groups comprising the Central European Planning Board consist of four delegations to the General Council of the Board.

The General Steering Committee, which directs the activities of the Central European Planning Board, consists of four delegations to the General Council of the Board.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting of four delegations to the General Council of the Board, is to be headed by a chairman, and a secretary general.

The Central European Planning Board, consisting

MARCH, 1942

PAGE THREE

60,000 Maine Trade Unionists Hope for A. F. of L. Success in Thursday's Shipyard Election

(Continued from Page 1)

garded as possessing too much intelligence to permit themselves to be bounced into choosing an organization to represent them in collective bargaining whose principal efforts have been to destroy rather than to build a better, stronger and more constructive Labor movement.

The 60 years during which the American Federation of Labor has been looking after the interests of its members, saw a number of organizations similar to the CIO come to the surface, but built on a structure that lacked a solid foundation, these soon collapsed.

Hence, Mr. Shipyard Worker, the importance of choosing an organization to represent you in collective bargaining at next Thursday's election which, by experience, financial standing, willingness to be of service, and deeply interested in your welfare, is best qualified to look after your interests in the future.

Only a few days remain to make your final decision. Opponents of the AFL may have approached you and told many things that are untrue. On another page in this issue appears a schedule of broadcasts from local radio stations, in which speakers will go into further details regarding these and other matters. These broadcasts have been arranged so that all may have an opportunity to become thoroughly posted on matters up to Wednesday evening at 11:30 o'clock.

Aside from particulars pertaining to Thursday's election, workers will be told of the victory scored at the recent election at the Snow Shipyards in Rockland, and what the AFL representatives are doing toward securing an agreement for workers that will compare with those of other yards in the country.

The same care now being exercised on behalf of the Snow Shipyard workers, will prevail on behalf of workers in the South Portland shipyards.

Remember, by voting for the AFL at Thursday's election, you are not only assured of the best possible service, but you will associate yourselves—through affiliation with State and local AFL bodies—with one of the finest groups of men in the country.

AGREEMENT

Following is a copy of the Agreement presented to the Snow Shipyards, Inc., of Rockland, and which is to be presented to the Todd-Bath Iron Shipbuilding Corporation and the South Portland Shipbuilding Corporation:

This Agreement made this day of _____ by and between the Snow Shipyards, Inc., Rockland, Maine, hereinafter called the Employer, and the American Federation of Labor, hereinafter called the "Union".

The intent purpose of this Agreement is to foster and maintain amicable relations, to promote harmony, and to work with the Employer and the Employee, to effect closer cooperation between the Employer and the Employee. We, therefore, dedicate ourselves to the establishment of better understanding and cooperation of problems.

ARTICLE I Recognition and Relationship

Section 1. The employer recognizes the Union as the sole collective bargaining agency for all employees with respect to wages, hours and working conditions.

Section 2. The Employer agrees to employ only members in good standing of the American Federation of Labor, except that should the Union be unable to find sufficient men, non-union employees may be hired. It is understood, however, that they shall become members of the appropriate Union within two weeks from date of employment.

ARTICLE II Hours and Pay

Section 3. The Employer agrees to pay to its employees and the Union agrees that its members employed by Employer will accept the wage scales for the various classifications set forth and contained in the Schedule of Wages in Exhibit "A" attached hereto; provided, however, that nothing contained in this agreement shall operate to reduce the wages of any employee who is now employed by Employer.

Section 4. The regular work week shall consist of five (5) days, Monday through Friday inclusive. It is understood that all hours and days of work shall be consecutive.

Section 5. All work in excess of eight (8) hours per day and four (4) hours per week, or on Saturdays, shall be paid at the rate of time and a half; all work performed on Sundays or Holidays shall be paid for at the rate of double time.

Section 6. Overtime work will be permitted on all classifications as follows:

(1) 7:30 a.m. to 3:30 p.m., one-half hour lunch period on Company time.

(2) 3:30 p.m. to 11:30 p.m., one-half hour lunch period on Company time.

(3) 11:30 p.m. to 7:30 a.m., one-half hour lunch period on Company time. All work performed on this shift shall be paid at a rate 15% higher than No. 1 shift.

Section 7. Any employee called to work at any time other than his regular shift shall be paid time and a half for such work, unless otherwise specified.

Section 8. Employees properly reporting for work unless previously notified to the contrary shall receive a minimum of four (4) hours' pay.

Section 9. Employees shall not be required to take time off because of

MAINE STATE LABOR NEWS

Authentic Picture Taken During CIO Strike



overtime work; no employee's regular hourly rate shall be reduced, regardless of what classification of work he may be called upon to temporarily perform.

ARTICLE III Holidays and Vacations

Section 1. The following shall be recognized as holidays and exceed the regular working day: Paid holidays to be granted to all employees with pay: January 1, February 22, April 19, May 30, July 4, Labor Day, November 11, Thanksgiving Day, December 25.

Section 2. Paid vacation to be granted vacations with pay as follows: Employees who have completed one (1) year or more of service with the Company on April 1, 1942, will be given two (2) weeks (ten (10) working days) with pay.

Employees who have not completed one (1) year or more of service with the Company on April 1, 1942, but who were hired before January 1, 1942, will receive one (1) week (five (5) working days) with pay.

Employees hired after January 1, 1942, will receive one-half (½) day's vacation with pay for each month of service with the Company.

Vacations will be computed to the nearest half-day. Vacations will be arranged, in general, between April 1 and October 1, as ordinary school vacations.

Section 3. Employees with greater length of service or seniority will be given preference in choice of vacation time whenever possible.

ARTICLE IV Safety and Sanitation

All toilets and washrooms shall be kept in a clean and sanitary condition, properly heated and ventilated, and shall be provided for men to change clothes and eat their lunch. There shall be facilities for drying clothes and all staging, walks, ladders, gang planks and safety appliances shall be maintained by competent mechanics.

Proper lighting and ventilation shall be provided for all enclosed working spaces. The Employer shall furnish suitable guards around welding, cutting, grinding, and similar operations to prevent flying sparks.

In case of sprays, Employer shall provide proper protection against fumes caused by paint spray. Prompt ambulance service and first aid to injured workers shall be provided on all shifts and a safety man appointed by competent mechanics.

Proper lighting and ventilation shall be provided for all enclosed working spaces. The Employer shall furnish suitable guards around welding, cutting, grinding, and similar operations to prevent flying sparks.

Suitable lockers, washrooms and drinking water shall be furnished by the Employer. There shall be no doctor's physical examination except as required by law. Unpaid medical expenses of employees shall be compelled to pay hospital or insurance fees in the course of employment or as a condition to secure payment.

ARTICLE V Grievances

Section 1. The Employer agrees to meet the "Grievance Committee" as expeditiously as possible upon request.

Section 2. Every reasonable effort shall be exerted to mutually adjust any and all grievances arising during the life of this Agreement.

Section 3. It is agreed that conferences for the adjustment of grievances will be held on Company time.

Section 4. Any grievance arising during the life of this Agreement that cannot be adjusted by and between the Grievance Committee and the Employer, shall be submitted to the United States Department of Labor for conciliation and/or arbitration. All arbitration decision shall be final and binding on both parties to this Agreement.

ARTICLE VI Helpers and Apprentices

Section 1. It is agreed that in no event shall the combined number of helpers and apprentices be more than 40% of the employees in any craft.

Section 2. In order that an adequate supply of craft apprentices be available at all times, it is agreed between the parties hereto that an apprenticeship training program may be established by the Employer, which program shall be mutually acceptable to the parties hereto. Nothing contained herein

shall become effective as of March 1, 1943, and thereafter, unless written notice is given by either party between the dates of April 15th and May 15th of any year that changes, amendments or termination is desired.

Schedule "A"

Classification:	Day Shift	Rates Per Hour
Amphibians and Preservers	1.12	1.25
Acetylene Burners	1.12	1.25
Asbestos Workers	1.12	1.25
Linemers	1.12	1.25
Bolter Makers	1.12	1.25
Bolter-Ups	.87	.95

Watchmen, Guards

Fitters and Oilers

Asbestos Workers

Molders

Pattern Makers

Warehouses and

FOR VICTORY

FOR VICTORY! Rockwell Kent has drawn the Minute Man, symbol of the Defense Savings Program, as a modern worker, ready at his lathe to smash the Axis, as his forefathers of Lexington and Concord left their plows to fight for freedom. Victory needs dollars as well as men. Buy Defense Savings Bonds and Stamps through a voluntary pay-roll allotment plan, or through your union, or at post offices and banks.

Campaign Backed by Federation

Following is a copy of a letter sent by President Benjamin J. Dorsky of the Maine State Federation of Labor to all affiliated unions, soliciting their help on behalf of shipyard workers at the South Portland yards, demonstrating that the entire strength of Organized Labor in Maine is behind this drive:

MAINE STATE FEDERATION OF LABOR

GREETINGS:

The Maine State Federation of Labor, the American Federation of Labor and National and International Unions have been conducting a campaign to organize the workers in the South Portland shipyards. This has culminated in an election to be conducted by the National Labor Relations Board, in which the workers in the shipyards will choose their bargaining agent, in this case the AFL, the CIO, or an Independent Union.

I am writing you to enlist your help in this drive. Your help is very necessary if we are to maintain the record of progress and benefits we have gotten for the workers in Maine.

Will you, as your contribution in this drive, write to all members, former members and friends, who are working in the South Portland shipyards to sign the AFL pledge cards being distributed by representatives of the AFL and turn them in immediately. Also, please emphasize that on THURSDAY, MARCH 12th, when they go to the polls, that they vote for the AFL and that they urge their fellow workers to mark their ballots for the AFL.

I appeal to you to carry out the obligation we took upon our admission to our Local Union, "that we will do everything possible to faithfully aid and protect the interest of our fellow workers". If you do your part you will be assured that the interests of the workers in the South Portland shipyards will be protected and we will all mutually benefit.

Fraternally,

BENJAMIN J. DORSKY, President.

the power of the union, and many of them have said to the writer, "Now we know that true representation is with worker representation."

National President Joseph Sylvia of the Federation of Woolen and Worsted Workers, AFL, has been elected by James E. Carlin, recently elected U. T. Secretary-Treasurer of the American Federation of Labor. Frank Sashko and Michael Sylvia are proud of the loyalty to trade union principles displayed by members of their local unions, and the cooperation shown by affiliated organizations of the AFL.

The textile industry in Sanford and Limerick is now 100 per cent organized under the banner of the AFL. Workers in the Sanford Mills have had a great increase in pay, and the workers in the Limerick Mills have received wage increases ranging from five cents to thirty-five cents per hour. In a great many cases, wage adjustments have been made to the workers weekly wage rates.

President Edward Ambrose of Local 1802 was elected Town Moderator of Sanford at the annual election last year. And all of the members of the Union have received substantial wage increases, ranging from five cents to thirty-five cents per hour.

Numerous agreements negotiated during this period call for vacations with pay, while thousands of workers have been added to the membership of AFL units and all of the members of the Union have received substantial wage increases.

The answer is Yes, from twenty to thirty per cent in several instances.

President Edward Ambrose of Local 1802 was elected Town Moderator of Sanford at the annual election last year. And all of the members of the Union have received substantial wage increases, ranging from five cents to thirty-five cents per hour.

To some people the problem seems to be, how much can we afford? But to others who have received wage increases in the past, the answer is Yes, from twenty to thirty per cent in several instances.

Local 2322 also reports gains in wages, conditions, vacations with pay, etc. Officers of the local include Charles H. Downes, vice-president; Eugene Rousin, vice-president; Anita Drury, business manager; and Geo. Merrifield, treasurer. Mr. Merrifield was named an organizer for the Federation of Woolen and Worsted Workers last month.

Armand Langlois heads Local 2643 in Lewiston, and Fred Gosselin is president of Eden Creek. Secretary Fred Lane reports gains in wages, working conditions and vacations with pay through their contract with the Limerick Yarn Mills.

Efforts of the CIO both in Sanford and Lewiston to organize the workers were in vain, as the AFL had organized them. To quote some of them: "We do not want the same chaos in the textile industry here as was experienced by the boot and shoe workers in Lewiston and Auburn during the preceding days of the war, because we have had enough of that," said one of the AFL workers.

"We prefer the American way—the democratic way around the conference table, and in the event we cannot reach an agreement, we will use the facilities afforded by the NLRB," said another. "We prefer arbitration rather than resort to strikes and disorders."

One of the toughest problems confronting officials of Local 1802 was the laying off of nearly a thousand workers at the Sanford Mills due to the lack of work. The workers are now working overtime. Congresswoman William D. Davis of the War Production Board, the committee representing 250,000 AFL members, the statement said:

"There is widespread tendency to hold down wages, and the usual pay rates are set generally, 12 months in advance. At the end of this period, workers' gains are largely wiped out by the increase in cost of basic living commodities. In the present year, wages have been more than wiped out."

Declaring that wage surpluses went into the purchase of defense bonds or to create a post-war financial reservoir, the statement added:

"Just as much as they are willing to sacrifice, workers' ability to invest in these securities. We must either have a widely distributed purchasing power or face a long and painful period of readjustment."

Uncle Sam Wants Tool, Gage Designers and Assistants

Announced among other Civil Service examinations for filling vacancies at the U. S. Army, Springfield Armory, Watertown Arsenal, and the Torpedo Station in Newport, during the week included examinations for principal tool and gage designer, \$2,600 a year; senior tool and gage designer, \$2,300; tool and gage designer, \$2,000; associate tool and gage designer, \$1,800; assistant tool and gage designer, \$1,600; journeyman tool and gage designer, \$1,440 a year.

Applications will be received until further notice. Qualified applicants are urged to apply. Information and applications may be obtained at any first or second-class post office in New England.

Sound Homes Essential to Sound Health, Says Collier

At a time when all national resources must be conserved, repairs to homes should be a first consideration on the family budget. This country has an 80-billion-dollar investment in its homes, according to Northeastern Homes Foundation, which actually is an 80-billion-dollar investment in the health and well-being of its citizens.

"We cannot meet the demands of harder work and longer hours by living under conditions that are not physical shape," says Paul S. Collier, director of the Foundation. "Making our homes sound; repairing leaky roofs and sagging doors and windows and doors will do a lot to lessen the epidemic of colds and grippe which drain our working strength every Spring."

"Neglect of health and neglect of personal property are always wrong; today they are especially dangerous. All out production can not be achieved by a people whose strength is sapped by illness; national economy to back up

all-out war will not be reached until we learn complete conservation, — which means protection of what we have as well as avoidance of waste.

Our citizens have an advantage over us in their long years of preparation for war. We have a great advantage in our physical well-being. Our physical condition and standard of living has made it possible for most of our population to live in soundly-constructed, well-ventilated, snug homes.

"The repairs necessary to keep our homes in condition, and the remodeling necessary to bring older-type homes to best standards for useful living, are a wise possibility and duty of every one of us. An excellent example of what can be done along these lines is shown in the accompanying drawing.

"The 'Answer Books on Home Building' may be had upon inquiry to Northeastern Homes Foundation, 82 St. Paul street, Rochester, N. Y.

Construction This Year Likely to Top 1941 Total, Secretary Perkins Says

Washington, D. C., Mar. 4 (ILNS)—With the Federal Government scheduling the largest volume of war construction in the history of the nation, total new construction expenditures in 1942 are likely to exceed the 1941 total of \$10 billion dollars. Secretary of Labor Frances Perkins reports.

"New construction expenditures in 1942 will reach a total of 10½ billion dollars—the largest dollar volume of construction in any year since 1928," she said. "Although private construction and non-defense public works will drop sharply in view of the increase in construction for the war program, the total volume of offset this decline.

"More than 6 billion dollars, or 80 per cent of the total new construction, will be Federal-financed work under the expanded war program. In 1941 similar expenditures were \$2.3 billion dollars and accounted for only 31 per cent of the total volume of new construction. Total public outlays

for new construction in 1942 should reach 7.1 billion—an all-time high for public construction and an increase of almost 2 billion dollars over 1941.

Private construction operations will be curtailed in 1942 because of shortages of materials, particularly metals, required in war production. It is estimated that private construction expenditures in 1942 will decline by one-third from the 1941 level of \$4.1 billion dollars. Most of this decrease will occur in non-farm residential and non-residential building, particularly in the private residential construction, even though both residential construction in farm areas and all public residential work are estimated at 1.7 billion dollars.

A large portion of the decline is due to cutbacks in the 1941 level of

residential construction in farm areas and all public residential work, are estimated at 1.7 billion dollars.

Employment relations in California's industrialized agriculture have been left in the unfeigned control of employers and their associations.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

such sweeping and all-inclusive wage

scale agreements as have been

made before and the official state-

ment. "The public should know that in each instance it has been the

board's experience that prompt hear-

ings have alleviated tension and unrest,

and will continue to do so.

The results have been granted

<p